



NEED OF SUPPORTIVE ROLE OF IN-LAWS: AN URGE OF WORKING WOMEN

Sneha Dhobi¹ | Prof. (Dr.) Ankur Saxena²

¹ Research Scholar, Department of Social Work, Sardar Patel University, Vallabh Vidhyanagar, Gujarat, India.

² Professor, Faculty of Social Work, M.S. University, Vadodara, Gujarat, India.

ABSTRACT

The major issues of working women come from the different demands, which family and profession make on them. The vagueness and insecurity of the roles in the dual-earner families, along with the complication of modern life and overstated pressure on individuality make it conflicting for both husband and wife to adjust to their marital and family responsibilities. In such case if a parents-in-law and other relations living in the joint or extended family do not have much kindness with the working wife's new role and their demands and expectations then the condition become worst. Thus, performing the two different roles is not an easy task for female. It needs not only ability but also bodily and mental acceptance of an adjustment which comes through this combination of roles. So here the researcher want to study the support system from the side of other family members specially in-laws towards working wife. For working mother the condition become really difficult and if she has younger children at home. The surprising result is that majority working women gets due cooperation from their in-laws specially in taking care of kids. It is because now the society has accepted the fact of equalisation of both genders. They allow women too not only for higher education but also for paid employment. Ultimately it supports the economy of family and nation too. Even in-laws understand the struggle of working women's life and so they perform the role of proper support system.

KEY WORDS: working women, supportive, role, in-law etc.

INTRODUCTION:

Today every worker is trying to balance their both life i.e., family and job profile. Because of upcoming life struggle now only one person is not able to meet all the requirement of family members so there is an urge to support the economy of family. Thus this earning role is taken by women also to support financially their families. Here for working women the condition become worse at the time of balancing both fields. It is just because of their unchanging traditional role which is handling the family and other domestic duties. Now women are more educated compare to past life and they are continuous in search of ways in balancing their work and family. At job place continuous competition, conflicts among colleagues, promotion, remuneration etc. matters need high concentration. Apart from that they have face lots of struggle to reach at their job place just because of irregular public transportation, lack of proper communication facilities etc. For many working women the aspects of time management, long and irregular working hours, lack of working time flexibility, unequal distribution of work, lack of child care facilities or simply finding time to meet the requirement of work while fulfilling family responsibilities have been raised. Both women and men are susceptible to work-family struggle, although women face more role overload, more interfering from work to family and more interference from family to work.

Review of Literature:

Bhatnagar & Rajadhyaksha (2001) the study on work-family balance in women in other sectors has identified the comparative role between personal and professional commitment. The major finding was that the family responsibilities put much weight upon job responsibilities. Majority family responsibilities work silently but get much emphasis by women just because it is their traditional role-responsibility. Working women have to perform their duties at their work place apart from that they have to perform their domestic duties compulsorily including taking care of elders of the family, upbringing of child etc.

Rajadhyaksha and Smita (2004) The survey done by the researcher concluded that only 34% respondents husband provide help to their wives otherwise the working wives are supposed to do every domestic task without any support. 22% husband sometimes help their wives but the rest work remain with working wives only specially in case of nuclear family. So it shows the importance of support of in-laws which cannot receive by working women in nuclear family.

Parikh (1998) the study found out that motherhood add more complexity in the life of working women. Because of apart from domestic responsibilities, work place responsibilities they have to deal with newer person of family. This duty cannot replace by someone else in early months. So it becomes hard to manage life by motherhood with young children.

Banerjee & Dutta-Sachdeva (2008) According to the survey majority of the working mothers select part time job rather than a full time job just because of lack of support from other family members in the matter of their kids.

Perrons (2003) and Rajalakshmi (2003) the study revealed that highly educated and highly skilled working women faced role conflict at the time of marriage, and even after marriage because it leads to role conflict in their life. Today their professional life is more demanding and even after marriage their family respon-

sibilities are increasing. Here without any family support it become difficult for them to balance their dual role-responsibilities.

Parasuraman & Greenhaus (2002) this study shows another side of the fact of women professional's life. If the parent-in-law is dependent or sick, it creates another issue in their life. In the case of nuclear family living the problem goes with women professionals but in case of joint family living the family members can support the working women.

METHODOLOGY:

The research was carried out in Anand district of Gujarat State with 300 respondents from nursing and teaching category of working women. The respondents were selected through applying stratified random sampling method. The main objective of the research was to study adjustment of working women with their family members especially with in-laws. The data interpretation was done with univariate and bi-variate tabulations.

ANALYSIS:

Table showing respondents view about their in-laws cooperative attitude.

Particulars	Response					
	Strongly Agree	Agree	Undecided	Disagree	Strongly disagree	Total
Working women get due consideration from their in laws	100 (33.3)*	125 (41.7)	25 (8.3)	36 (12.0)	14 (4.7)	300 (100)
Working women get respect by elders in family	124 (41.3)	146 (48.7)	8 (2.7)	17 (5.7)	5 (1.7)	300 (100)
Working women's in-laws are having kindness towards them	100 (33.3)	115 (38.3)	31 (10.3)	42 (14.0)	12 (4.0)	300 (100)
In-laws encourage their working women	119 (39.7)	115 (38.3)	21 (7.0)	36 (12.0)	9 (3.0)	300 (100)
For working women its hampering to take care of their in-laws	69 (23.0)	0 (0.0)	32 (10.7)	179 (59.7)	20 (6.7)	300 (100)
Family member should share some of their duties	17 (5.7)	0 (0.0)	19 (6.3)	162 (54.0)	102 (34.0)	300 (100)

*figure in parentheses indicate percentage

From the above table it can be analysed that 33.3 per cent (n=100) respondents are strongly agree while 41.7 per cent (n=125) respondents are agree that they get due consideration from their in laws, 12 per cent (n=36) respondents are disagree while 4.7 per cent (n=14) respondents are strongly disagree that they get due consideration from their in laws.

It can be analysed that 41.3 per cent (n=124) respondents are strongly agree while 48.7 per cent (n=146) respondents are agree that they get respect by elders in family, 5.7 per cent (n=17) respondents are disagree while 1.7 per cent (n=5) respondents are strongly disagree that they get respect by elders in family.

It can be analysed that 33.3 per cent (n=100) respondents are strongly agree while 38.3 per cent (n=115) respondents are agree that there in laws are having kindness towards them, 14 per cent (n=42) respondents are disagree while 4 per cent (n=12) respondents are strongly disagree that there in laws are having kindness towards them.

It can be analysed that 39.7 per cent (n=119) respondents are strongly agree while 38.3 per cent (n=115) respondents are agree that there in laws encourage them, 12 per cent (n=36) respondents are disagree while 3 per cent (n=9) respondents are strongly disagree that there in laws encourage them.

It can be analysed that 23 per cent (n=69) respondents are strongly agree that taking care of in laws is hampering to job demands, 59.7 per cent (n=179) respondents are disagree while 6.7 per cent (n=20) respondents are strongly disagree that taking care of in laws is hampering to job demands.

It can be analysed that 5.7 per cent (n=17) respondents are strongly agree that family member should share some of their duties, 54 per cent (n=162) respondents are disagree while 34 per cent (n=102) respondents are strongly disagree that family member should share some of their duties.

DISCUSSION AND RECOMMENDATION:

Dual career women face the actual problem of work-family conflict. As a wife, daughter-in-law, mother she must tackle to the traditional belief of a hardworking woman ready to conquer her own interests, views, choices to family's happiness and in her professional role she must be result-oriented, self-dependent, determined and advanced. The traditional role of a woman needs a co-operative attitude as against the competitive essence required by the professional role. Thus, two diverged roles may create due to conflicts in responsibilities, affections, and requirements and so on relative to one's family network on the one hand and professional linked on the other. Here it become difficult to deal with both fields and in case of working mother the condition cannot be handled without any support. She can take help of house maid for other domestic duties but the care of elders; duties towards husband and mainly huge responsibility towards kids are on working women's shoulder. Here parent in-laws provide much support to working women and they take care of kids. It is because women feel difficult to put their kid in the hand of care taker. Now a day parent-in-laws understand the difficulties of their daughter-in-law and support them through their helping hands. So, it can be concluded that families are changing and thus the societies are changing, so one can easily expect the change in the world. It is the fact that this social change is time consuming process but it can be done.

REFERENCES

1. Gani, A., & Ara, R. (2010) "Conflicting words of working women: findings of an exploratory study", *Indian Journal of Industrial Relations and Human Resources*, /ISSN: 0019-5286, vol:46, issue: 1.
2. Banerjee, R., & Dutta, S. (2008) "Working moms want career too", *The Times of India*, 2008, 5th May 2008, <http://timesofindia.indiatimes.com/articleshow/3010380.cms>
3. Bhatnagar, D., & Rajadhyaksha, U. (2001) "Attitudes towards work and roles and their implications for career growth of women: a report from India", *Sex roles*, vol:45, issue:7/8, 2001.
4. Parasuraman, S. & Greenhaus, J.H. (2002) "Integrating work and family: Challenges and choices for a changing world", [http://dx.doi.org/10.1016/s0001-8791\(02\)00042-8](http://dx.doi.org/10.1016/s0001-8791(02)00042-8)
5. Parikh, I.J. (1998) "Paradigms of gender issues in Indian organisations". *Indian Institute of Management, Ahmedabad, India*.
6. Perrons, D. (2003) "The new economy and the work-life balance: Conceptual explorations and a case study of new media", *Gender, Work and Organisation*, vol:10, issue:1, 2003, pp.65-93.
7. Rajadhyaksha, U. & Smitha, S (2004) "Tracing a timeline for work and family research in India", *Economic and Political Weekly*, 2004, pp.1674-1680. 24 April.
8. Rajalakshmi, R. (2003) "Emerging trends of women in the IT profession", <http://www.hawkecentre.unisa.edu.au/institute/resources/Rajalakshmi.doc>
9. Ahmad, A. S. (2013) "Work- Family Life Adjustments: Experiences of Working Mothers at LESCO", <http://cgr.unt.edu.pk/icobm2013/index.html>
10. Dhanabhakym, M. & Malarvizhi, J. (2014) "Work-Family Conflict and Work Stress among Married Working Women In Public and Private Sector Organizations", *IRJBM* – (www.irjbm.org) Volume No – VII October - 2014 Issue – 10 Page 46